



Subject: Invitation to Respond – Amazon – Freedom of Association
6 June 2022

Amazon takes its commitment to human rights, including labor rights, seriously. As stated in the report we prepared dated March 11, 2022, “Amazon’s Human Rights Commitment, Policy and Practice: Freedom of Association and Collective Bargaining”, we respect and support the rights to freedom of association and collective bargaining recognized by the United Nations and International Labour Organization (ILO).

Freedom of association and effective recognition of the right to collective bargaining are universal rights under the [ILO Declaration on Fundamental Principles and Rights at Work](#) and the [ILO Fundamental Conventions](#). Our [Global Human Rights Principles](#) state that Amazon respects and supports these instruments, along with the [UN Universal Declaration of Human Rights](#).

Amazon addresses below several issues raised in the University of California, Berkeley’s May 2022 report on Amazon’s policies and actions related to freedom of association and international labor standards.

Our communications with employees prior to and during election periods do not contravene our Global Human Rights Principles and are conducted in full compliance with applicable law. The ILO recognizes: “A worker should be free to establish and join the workers’ organisation of his or her own choosing without previous authorisation. This right is not incompatible with the reasonable exercise by the employer of the right of expression.”¹

Like many other companies, we have held regular information sessions and provided all employees the opportunity to ask questions and learn what decisions about outside representation could mean for them and their day-to-day lives working at Amazon. These sessions are commonplace and both lawful and protected under longstanding U.S. federal law and regulations, including National Labor Relations Board (NLRB) precedent. Companies are permitted to communicate their views about unions or a specific union to their employees, just as unions may freely express theirs on these same topics. At the Staten Island warehouse (JFK8), regular information sessions were held to provide employees the opportunity to have their questions answered and sizes were controlled to ensure safety, particularly during the pandemic, and avoid even the appearance of intimidation. No associate has been disciplined or terminated for not attending such a meeting.

In relation to the *Bryson* case, a year before union organizing began in Staten Island Mr. Bryson was fired for bullying, cursing at, and defaming a co-worker. Amazon does not tolerate this type of conduct in our workplace, and we are appealing the decision of the administrative law judge.

In relation to Amazon’s filing of 25 objections to the JFK8 election results, a Regional Director of the NLRB has ordered an evidentiary hearing on all 25 objections, explaining “the evidence described in the offers of proof submitted by the Employer in support of its objections could be grounds for overturning the election if introduced at a hearing.”

Regarding the *Guardian* article about senior managers fired at the Staten Island warehouse after the recent union election at JFK8, Amazon did not terminate any managers at JFK8 because of the outcome of the union election. Part of our culture at Amazon is to continually improve, and we believe it’s important to take time to review whether or not we’re doing the best we could be for our team. Over the last several months, we’ve spent time evaluating aspects of the operations and leadership at JFK8 and, as a result, have made some management changes.

Learn more about Amazon’s Global Human Rights Principles on our [website](#).

¹ https://www.ilo.org/empent/areas/business-helpdesk/tools-resources/WCMS_DOC_ENT_HLP_FOA_FAQ_EN/lang--en/index.htm.